

**UNITED STATES DEPARTMENT OF THE INTERIOR**

**Bureau of Land Management**

Office of Fire and Aviation  
3833 South Development Avenue  
Boise, Idaho 83705-5354

February 28, 2000

In Reply Refer To:  
1103 (FC-200) P

Director's Office Instruction Memorandum No.2000-001  
Expires: 09/30/01

To: All FC Employees  
  
From: NIFC Director  
  
Subject: BLM Uniform Policy

IM BC-99-063 was sent out to all uniformed employees and included instructions that each State and local organization must develop their own policy specifying which uniform type(s) are authorized to be worn by their employees.

The decisions made for BLM-NIFC employees who wear uniforms are as follows:

Security - Contemporary  
Base Maintenance - Traditional  
Great Basin Support - Traditional  
NTAG - Contemporary

Shorts are not authorized for wearing by BLM-NIFC employees.

The nameplates with the BLM logo, to be ordered through R&R, will have the employee's name on the first line and NIFC on the second line.

The following are the BLM-wide standards for wearing the uniform and will be adhered to by BLM-NIFC employees.

1. BLM nameplates must be worn on top of the right pocket or where a right pocket would be located, with the top of the nameplate aligned with the pocket. Nameplates are mandatory on the traditional uniform shirt but are optional on the contemporary shirt, polo shirt and T-shirt. In place of the nameplate that may be worn as an option on the contemporary items, the employee's name may be embroidered by the contractor on the contemporary shirt, polo shirt, T-shirt and coveralls. When wearing the traditional uniform, nameplates must be worn on the outermost garment.

2. Uniform components must not be mixed with civilian attire, except as approved through the National Uniform Committee and as identified in the Uniform Manual 1103. Blue jeans must not be worn with uniform components under any circumstances.
3. When two or more uniformed employees are assigned to the same task or event, the line manager or supervisor should determine which uniform type and components will be worn.
4. Traditional and contemporary style uniform items may not be arbitrarily mixed and matched. For example, the traditional uniform shirt should not be worn with the contemporary chino pants. Standards for coordination of uniform components are identified in Attachment 1. There are also appearance standards that must be adhered to. They are identified in attachment 2.
5. Uniform components must be purchased only through approved sources. Currently they are: WearGuard, Inc., R&R Uniforms, and the Cop Shop, Etc. Any new sources will be announced via an Information Bulletin.

The following items have been phased out of the Uniform Program and should not be worn any longer:

Boonie hat, Lion Apparel style number LM 650  
100% cotton brown jeans, Lion Apparel style number LM 504 and LM 505.

The objectives of wearing the uniform are to provide recognition of BLM employees, heighten employee authority and identification when representing BLM, and to enhance employee pride in the organization. Therefore, we must present a professional appearance.

The new Uniform Manual (1103) has been sent out for review and is now being finalized. It will be distributed to uniformed employees when it is released.

If there are any questions, you may call Carol Felts, Uniform Program Coordinator at Ext. 5510.

/s/Lee F. Englesby

## 2 Attachments

- 1 - Authorized Uniform Types and Components (2 pp)
- 2 - BLM Uniform Appearance Standards (2 pp)

## Distribution

Cyndie Hogg, NARTC

## AUTHORIZED UNIFORM TYPES AND COMPONENTS

Traditional = Traditional BLM Uniform. Authorized components for this uniform type are indicated in the “Traditional” column in the table below.

Contemporary = Contemporary BLM Uniform. Authorized components for this uniform type are indicated in the “Contemporary” column in the table below.

B = Basic Components are items that shall be worn by individuals authorized to wear the uniform. Employees shall purchase the basic components of their uniform type before acquiring optional components.

O = Optional Components are authorized items that may be worn with the uniform.

N/A = Not Authorized component for that uniform type.

Component Name & Style Number	Worn with Uniform Type		Purchased From		
	Traditional	Contemporary	Wear-Guard	R&R Uniforms	To Be Determined
Natural Contemporary Style Shirt # 1281, 1280, 1628, 1608	N/A	B	X		
Silver Tan Traditional Style Shirt * # 1519TP, 1529TP, 1659TP, 1669TP	B	N/A		X	
Polo Shirt * # 1375	O	O	X		
T-Shirt * # 1550	O	O	X		
Sand Jeans # 212	N/A	B	X		
Brown Jeans	B	N/A			X
Khaki Chino Pants # 2250, 2265, 2280, 2270	N/A	B	X		
Brown Cargo Pants	B	N/A			X
Khaki Chino Shorts # 1850, 1870, 1845, 1823	N/A	O	X		
Brown Cargo Shorts	O	N/A			X
Brown Windbreaker Jacket * # 870	O	O	X		
Parka * # 39072	O	O		X	
Rainpants * # 30071	O	O		X	
Pebble Stitch Sweaters # 367, 1483	N/A	O	X		

Component	Worn with Uniform Type		Purchased From		
Name & Style Number	Traditional	Contemporary	Wear-Guard	R&R Uniforms	To Be Determined
4-Layer Vest * # 1851	O	O	X		
Coverall * # 5014	O	O	X		
Belt * # 4831	B	B		X	
Ballcap * # 1649	O	O	X		
Tie * # 662, 669, 779, 665	O	O	X		
Nameplate ** # 05D	B	O		X	
Name Embroidery	N/A	O	X		
Volunteer Nameplate *** # 483	N/A	N/A		X	
Volunteer Vest *** # 348	N/A	N/A	X		
Pocket Insert ***** # 10281	N/A	N/A		X	

\* Similar components previously purchased from Lion Apparel may be worn with the traditional uniform type only.

\*\* The nameplate may be worn by employees and volunteers on either uniform type. It also can be worn with civilian clothing by individuals who don't wear the uniform but need to identify themselves as BLM employees.

\*\*\* The volunteer nameplate can be worn on a civilian shirt or jacket to identify BLM volunteers. The volunteer vest is also designed to be worn with civilian clothing.

\*\*\*\*\* The pocket insert is worn in the left front shirt pocket of a civilian shirt, and can be worn at meetings by supervisors or employees who need to be identified as BLM employees.

## **BLM Uniform Appearance Standards**

### **Shirts**

Worn neatly, tucked in.  
All buttons kept buttoned, except top button (collar).  
Clean and neat at beginning of workday.  
Must not be excessively worn.

### **Pants and Jeans**

Not wrinkled, shiny, baggy or excessively tight.  
Clean and neat at beginning of workday.  
Must not be excessively worn.  
Pockets do not bulge.  
Hems no lower than heel welt and no higher than three inches above the ground.  
Must be worn with the uniform belt.

### **Outerwear**

Must not be excessively dirty or worn.  
Traditional uniform must have nameplate on outerwear.

### **Coveralls**

Must not be excessively worn.  
Must be clean at beginning of workday.

### **Belt**

Must not be excessively worn or stained.  
Key rings (if worn) must be inconspicuous, holding only keys essential to official duties.

### **Ties**

May be worn with either uniform type.  
Must not be stained.  
Tip of the tie no higher than one inch above the buckle and no lower than the middle of the buckle.  
When a tie tac is worn, it shall be centered on the tie at center of pocket level.

### **Nameplate**

Centered over and one-eighth inch above right pocket, or where a right pocket would be located.

### Socks and Hosiery

Color coordinated with shoes.

Free of holes, pilling, patterns, sagging, runs, or excessive wear.

### Footwear

Color shall be dark brown, cordovan, or black.

Laces shall be black or brown.

Maintained in a clean/serviceable appearance.

Approval to wear other footwear (e.g. athletic shoes) may be authorized by line managers/supervisors.

### Hats

Clean and unstained.

Ballcap worn level with bill centered in front.

Western or other hats worn level with the brim approximately two fingers width above the eyebrow.